

Just What the Doctor Ordered

UCSF's \$4.3B 'Hospital of the Future' Breaks Ground, Kicking Off 6 Years of Building Trades Work

By Robert Fulton | CONTRIBUTING WRITER

Ground has finally broken on a highly anticipated and much-needed project that's set to transform the City's Parnassus Heights neighborhood while providing a significant amount of work-hours for building trades members across the crafts clear through to the end of this decade.

On Saturday, April 27, UC San Francisco Health officially began construction on what it refers to as "the hospital of the future." The \$4.3 billion Helen Diller Hospital will be a 15-story, state-of-the-art facility on UCSF's Parnassus Heights campus — and thanks to a project labor agreement signed in early 2021, it will all be union-built.

"We're really excited that it's moving forward," said San Francisco Building and Construction Trades Council Secretary-Treasurer Rudy Gonzalez. "It's a great opportunity to inject some economic recovery into the City overall."

The new hospital is scheduled to open in 2030, with the joint venture Herrero Boldt Webcor serving as the general contractor. A new research and academic building is also in the works nearby. Ground is expected to break on that project in October, with a completion year target of 2028.

Meanwhile, the 880,000-square-foot hospital, designed by lead architect Herzog and de Meuron and architect-of-record HDR,

will increase UCSF's bed capacity by 37% to 682 beds. It'll also add 22 new operating rooms and 31 new emergency care beds.

The structure will join two existing buildings — Moffitt and Long — to form one large medical campus. Helen Diller Hospital will replace the demolished Langley Porter Psychiatric Hospital.

Brian Newman, chief real estate officer and vice-president at UCSF Health, emphasized the importance of building capacity and upgrading facilities. He said that many of the rooms in the campus' current structures lack privacy and are too small to accommodate today's advanced medical technology. Due to these capacity issues, UCSF turns away thousands of patients a year, he said.

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PHOTO CREDIT: OFFICE OF SPEAKER NANCY PELOSI

San Francisco building trades leaders gather around U.S. House Speaker Emerita Nancy Pelosi for a portrait during the groundbreaking ceremony kicking off the Helen Diller Hospital project at UCSF's Parnassus campus on Saturday, April 27.

How SF Set the Standard, Part 2

California State Building and Construction Trades Council's Roots Lie in San Francisco, and a Man Named P.H. McCarthy

By Alex Weber | ORGANIZED LABOR EDITOR-IN-CHIEF

This is the second article in a two-part series about early SF politician and building trades leader P.H. McCarthy, who was instrumental in forming the California State Building and Construction Trades Council in 1901. The first article in this series appeared in last month's edition of Organized Labor.

After cutting his teeth spearheading union drives in his native Ireland and, later, in Chicago and St. Louis, carpenter and organizer P.H. McCarthy settled in San Francisco for the long-term in 1886. He quickly established himself in the City, joining up with Carpenters Local 22. In his first big win, he played a significant role in getting the eight-hour day recognized as standard for carpenters citywide in 1890.

This important victory kick-started a three-year run of success for the budding labor leader, who wasted no time organizing hundreds of carpenters throughout the City.

McCarthy was on a roll, and he knew he could apply his formidable skills to the greater building trades movement. So, when a recently organized but still-struggling labor affiliation that would soon become the San Francisco Building and Construction Trades Council was

looking to elect a new president in 1893, he decided to run.

McCarthy's slate of accomplishments made him the obvious choice at a critical sink-or-swim moment for the incipient council, which had experienced a troubled birth five months prior and was in desperate need of stabilization followed by a period of rapid growth. In July 1893, the early delegates elected McCarthy to the council presidency.

He turned out to be ideally suited to the job and would serve as president for nearly three decades.

In his early days as president, McCarthy doubled the number of affiliate unions of the council. He instituted the universal job card system, which permitted the building trades to quickly rid its ranks of agents provocateurs who sought to sabotage the labor movement. He used his influence as council president to stabilize cutthroat

competitive conditions in the City's gangbusters construction industry, easing stress for both unionists and their employers. He oversaw the council's chartering by the American Federation of Labor in 1896.

By 1900, the time had come to get the cabinet and planing mill workers on the eight-hour day, but mill owners balked and locked out the workers in response to their demands. McCarthy's answer to this retaliatory act was to oversee the setting-up of a planing mill run by the locked-out workers and other building trades members. It grew to

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Photo credit: Mps55408 via Flickr

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PLAs as Affordable Housing Remedies: Do They Deliver? PAGE 7

This Month, Building Trades Workers Should Focus on Infrastructure and Mental Health. Here's Why.



By Rudy Gonzalez
SF BUILDING TRADES COUNCIL
SECRETARY-TREASURER

Promises Kept, Jobs Delivered, Infrastructure Built

We just wrapped up another Infrastructure Week across the United States, and, boy, has that fella from Scranton delivered once again.

Before I sing our current president's praises, though, I have to provide some context. I can't gloss over the one supreme irony of Infrastructure Week: the fact that it was invented by President Joe Biden's predecessor.

Yes, believe it or not, this event was the brainchild of President Donald Trump. First announced in 2017, Infrastructure Week was the Trump administration's attempt to hoodwink the American people into believing he was serious about his empty campaign promises to fund desperately needed infrastructure projects nationwide.

When you hear "Infrastructure Week," you might expect a celebration of the progress being made on mending our crumbling highways, sagging bridges, and broken mass transit through smart government investment. But Trump's Infrastructure Week was nothing more than a PR stunt — a series of high-profile media events manufactured to drum up public support and build momentum for his truly terrible infrastructure plan.

Trump presented that plan to Congress in February 2018, and it was rejected. Why? Be-

cause it didn't actually fund infrastructure — at least not with federal dollars. Instead, Trump's plan called for \$1.5 trillion in funding mostly from cash-strapped state and local governments, and, of course, private investments. The federal government would kick in no more than a miniscule \$300 billion.

It was a laughable policy proposition, and it deserved to fail. As a result, Trump's Infrastructure Week became a running joke for the remainder of his presidency — a symbol of his disingenuous pandering and his administration's overall ineptitude.

Fast-forward to the Biden era. Now we've got a president who has demonstrated how serious he is about funding and building infrastructure, and he's proving it by getting legislation passed that makes it happen.

Rather than scrapping Trump's self-serving, stillborn Infrastructure Week, Biden has reclaimed and redefined it. Under this president, the yearly event now delivers on its promise. It's a time to crunch numbers and evaluate how much progress has been made and how much is to come in order to meet the nation's mobility and growth needs.

The proof's in the pudding, as they say. With the Infrastructure Investment and Jobs Act, CHIPS and Science acts, and more laws that Biden has proposed and Congress has passed, we've seen a huge surge in infrastructure projects. This is due in no small part to the fact that Biden's infrastructure legislation stipulates projects actually be funded with federal dollars in an amount sufficient to get the job done.

You can credit this success to a president who, unlike his predecessor, governs with com-

petence. That's a useful characteristic for someone who leads the biggest economy on Earth.

We all benefit from Biden's political effectiveness. Infrastructure jobs provide a tremendous amount of work across multiple unions, especially the building trades. I won't get into the weeds and list all of the positive numbers that have resulted from Biden's infrastructure initiatives; you can scan the QR code below and check those on your own. But I will note just one statistic: The national building trades have grown by 95,000 new members since our current president took office. After decades of falling membership, that is remarkable.

Here's the takeaway: For a tradesperson, there might be no better representation of the massive gulf between Biden and Trump than Infrastructure Week. It now represents success and prosperity through actual infrastructure investment versus the charade it was created to represent — an unimaginative plan from an insincere wannabe authoritarian. It's no wonder this council, the State Building Trades Council of California, and NABTU have all wholeheartedly endorsed Biden for re-election. After all, he has more than delivered where the last president utterly failed, and he has done so with workers front-and-center.

Under Biden, Infrastructure Week makes it crystal-clear that we're all much better off with him in the driver's seat.

Getting Serious About Mental Health

May was designated as Mental Health Awareness Month way back in 1949. In 2024, building trades workers may benefit from taking some time before this month is up to reflect on our own mental and emotional health.

The hazards of our jobs are clear. The stresses of our lives are clear. Taken together, it can all be overwhelming. Recent research indicates that mental health impacts are trending in an alarming direction for those of us who

work in construction for a living.

Building and construction trades careers are among the most hazardous of any American jobs. Our line of work ranks among the top five most dangerous industries, according to the most recent data available from the federal government. Among the 10 most dangerous jobs in America, five were in our trades.

Alas, the biggest risk of working in the trades isn't a fall or a struck-by incident. It's a self-inflicted one. Suicide and suicide attempts in our field are on the rise. This is troubling, and we all have a role to play in stemming the tide.

Experts say that this high rate can be explained in part by our demographic makeup, as studies have shown higher rates of suicide among men, who tend to dominate our industry's ranks. When you factor in the physical demands, irregular and long hours, economic uncertainty, and overall high-risk environment that are part and parcel of our careers, this can quickly equal out to massive stress and exhaustion that oftentimes goes untreated.

According to the U.S. Centers for Disease Control and Prevention, construction members commit suicide at a rate four times higher than the average U.S. worker. In response, unions are rolling out member assistance programs and training staff and members to listen, identify warning signs, and refer members to peer and professional support when necessary.

We need our contractors to participate financially and fully in terms of visibility and prevention awareness, and we need members to be ready to acknowledge the issue and seek help when it's needed. Frankly, many of us enjoy Cadillac healthcare plans with tremendous mental health benefits. Let's be honest with ourselves and take advantage of these wonderful resources when we need to.

Finally, let's remember that our brothers, sisters, and siblings on the jobsite are going through a lot both on and off the clock. Be your colleague's keeper and know how to access services like the 988 Suicide and Crisis Lifeline and your union's member assistance program. **OL**

Scan to learn more about Infrastructure Week 2024 and get the facts and figures on infrastructure growth under Biden.



Scan to visit the American Foundation for Suicide Prevention's website and learn how to get involved as a local volunteer.



Scan to get help right away if you're having thoughts of suicide or self-harm.



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SF'S PUBLIC EMPLOYEE COMMITTEE remains in negotiations with the City on behalf of a number of PEC member units whose contracts are still outstanding.

One group of PEC members still bargaining is a building trades unit composed of SF Municipal Transportation Agency workers from IBEW Local 6. Another group that was bargaining right up until press time was the SEIU Local 1021 nurse unit at the SF Department of Public Health. Shortly after 95% of the nurse unit voted to strike, PEC representatives reportedly reached a deal with the City.

We'll have more coverage of PEC negotiations in next month's edition of *Organized Labor*. In the meantime, this council remains strike-ready and prepared to honor the lines should anyone else decide to strike over safety and the adequate staffing of our city.

CONGRATULATIONS to Olga Romero and Alejandra Serrana on their completion of the Sistas With Tools MC3 program. They were awarded their graduate certificates at a special ceremony on Monday, April 29.

We look forward to covering their journey to becoming skilled-and-trained craftspeople, and we wish these Sistas the best of luck as they embark upon the next phase of their budding building trades careers.



PHOTO VIA FACEBOOK @ILWUWILLIE

CONGRATULATIONS to International Longshore and Warehouse Union President William "Willie" Adams, who was presented with this year's Lifetime Achievement Award by the San Francisco Labor Council at its annual COPE Banquet on Thursday, April 25.

We at the building trades salute our longshoreman brother and commend him on his tenacious, decades-long commitment to the labor movement.



PHOTO CREDIT: REALPEOPLEGROUP

DO RIGHT BY YOURSELF before this month is out and take some time to reflect seriously and honestly on how you're doing in terms of your mental health.

May is Mental Health Awareness Month, which is especially important for those of us who work in the building trades. The troubling truth is that the construction industry has one of the highest suicide rates among U.S. industries.

Professional medical help with mental health and wellness, as well as addiction, is available from your union's healthcare benefits plan. If you're struggling in any way, please seek that help. If you need assistance navigating your plan, get in touch with your union rep.

If you're really feeling the strain and need someone to talk to ASAP, contact the Suicide Crisis Lifeline by dialing 988 from any phone.

THE SF BUILDING TRADES COUNCIL threw its support behind the Transbay Joint Powers Authority (TJPA) in its quest to secure a \$3.4 billion U.S. Department of Transportation "Mega" grant to fund work on Phase 2 of the Transbay project earlier this month. On Monday, May 20, word came down that TJPA won that grant.

This means that TJPA can now move forward with completing the downtown rail extension beneath Salesforce Transit Center and lay 1.8 miles of underground track connecting to a new underground rail station on 4th and Townsend streets. This massive, years-long infrastructure job will put a wide variety of building trades workers on the job long-term.

The Phase 2 project, which TJPA has dubbed The Portal, is estimated to facilitate a total of 21,000-plus job-years for the people of the Bay Area. This is infrastructure-building at its best.



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JERRY NEIL PAUL

An Advocate for the Building Trades
Asbestos-Related Mesothelioma, Lung Cancer and Asbestosis

The Paul Law Firm has been representing the California Building Trades for the past 35 years. We have always been a California-based law firm, specializing in asbestos-related diseases such as mesothelioma, lung cancer and asbestosis, and representing the individual members. We are proud to say that we have had many landmark settlements and verdicts for our union brothers and their families totaling over \$3 Billion. One of the highlights of my career was when I, along with our mesothelioma client, Billy Joe Speicher from U.A. Local 250 Steamfitters/Pipefitters, went before the U.S. Senate and testified in front of the Chairman of the Judiciary Committee, U.S. Senator Arlen Specter, regarding asbestos legislation.

Jerry is also a Founder of the Mesothelioma Research Foundation of America (www.mesorfa.org), along with his wife, Elizabeth Ann Paul, Executive Director, and Jim W. Kellogg, retired International Representative of the California Pipe Trades and past Vice President of the State Building and Construction Trades Council of California, who have all served as Board Members since 2001. Since this time, we undertook the successful funding and opening of a mesothelioma research lab at USC/Norris Comprehensive Medical Center in Los Angeles under the direction of Lab Director Dr. Parkash Gill. Over the past 15 years novel new treatment options Veglin, which went through FDA-approved clinical trials phase 1 and 2, and now EPH B4, in FDA-approved clinical trials phase 1, have helped expand the depth of research and expand the types of treatment options. This offers greater hope to those afflicted with asbestos-caused cancer, with options not previously available. None of this could have been done without the support of the Building and Construction Trades Council of California and also Southern California Pipe Trades District Council 16, the Heat & Frost Insulators 16, along with the support from the Western States Conference, and all their able leaders and supporting local unions.

As asbestos disease and mesothelioma tend to surface later in life, we recommend workers take a chest X-ray screening every three years where the results are examined by a certified B reader radiologist, a doctor who is additionally trained to know what is and is not an asbestos marker and asbestosis. Plus you will increase your chance of discovery at an early stage, should you have lung cancer, which would likely respond better to treatment options.

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THE CA BUSINESS ROUNDTABLE'S
BALLOT MEASURE IS AN EXTREME THREAT TO
THE BUILDING TRADES AND OUR COMMUNITIES

The so-called “Taxpayer Protection and Government Accountability Act,” sponsored by the California Business Roundtable’s corporate power brokers and ultra-wealthy real estate developers, will limit the ability for voters, as well as state and local governments to fund government services.

The measure is eligible to appear on the November 2024 ballot.

THIS RADICAL BALLOT MEASURE:

- Cuts tens of billions In state & local revenue, threatening local and state public services & construction jobs.
- Overrides local voters' recent decisions.
- Eliminates the majority vote for local citizens' initiatives that raise revenue, blocking future progress.
- Makes local and state government unworkable.
- Limits state and local governments ability to address disasters such as wildfires or major challenges such as homelessness and a lack of affordable housing.

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WHAT DOES THIS RADICAL BALLOT MEASURE DO?

- Invalidates tens of billions of dollars in current local and state revenues.
- Eliminates thousands of construction work hours and jobs.
- Makes raising local revenue through citizen's initiatives extremely difficult.
- Restricts the legislature's ability to raise revenue, with no exemption for natural disasters or other emergencies.
- Creates onerous rules for routine fees and penalties that will gradually erode local and state governments' ability to fulfill their day-to-day responsibilities and enforce local ordinances, much less adapt to new challenges.

THE BOTTOM LINE: Tens of thousands of jobs are at risk, with decades of dysfunction, stalemate, and decline in local and state revenues and budgets.

LOCAL IMPACTS

- Puts over \$4 billion in current local revenue in legal jeopardy.
- Overturns more than 100 local revenue measures passed since 2022.
 - Example: Measure ULA in Los Angeles, which dedicates \$600 million and \$1.1 billion a year to developing affordable housing.
- Raises the voting threshold for local citizen's initiatives that raise revenue for specific sources from a simple majority to 2/3.
- Prohibits voters from being able to direct general tax revenues with advisory measures.
- Will invite lawsuits challenging local government fees and charges that could impact nearly every aspect of city, county, special district and school services, especially drinking water, sewer sanitation, and public health and safety.

STATE IMPACTS

- Cuts billions from critical infrastructure and road construction and repair projects by reversing the 4 cent state gas tax inflationary adjustment and prohibits any future increase without a vote of the people.
- Requires voter approval of recent PUC rate Increases that aren't limited to "actual" costs.
- Overturns the recent funding expansion of Paid Family Leave, allowing more working families to care for sick family members or new babies.
- Slashes climate program funding by hundreds of millions of dollars by curtailing California's groundbreaking Cap and Trade program.
- Prohibits the use of vehicle miles traveled as a condition of property development or occupancy.



May is Mental Health
Awareness Month



Mental health matters. How we feel affects everything — our relationships, physical health, and ability to work. Imagine not seeking treatment for a broken leg. Impossible, right? Mental health is no different, and there is no shame in asking for help.

If you or your loved ones are struggling, we are here to help. You may have access to free mental health services through your Blue Shield health benefits.

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A Summer Standoff?

With Fierce Negotiations Looming, SEIU Local 87 and Unite Here Local 2 Get Ready to Fight

By Robert Fulton | CONTRIBUTING WRITER

This summer, contracts covering San Francisco workers represented by the Service Employees International Union (SEIU) Local 87 and hospitality industry union Unite Here's Local 2 outpost will expire, setting up showdowns with management for both locals.

Locals 87 and 2, which are headquartered across from each other in the Tenderloin, are together bracing for a fight. The same goes for their labor brothers, sisters, and siblings throughout the City — including those in the building trades — all of whom stand ready to demonstrate their solidarity and support.

Local 2 represents approximately 10,000 SF hotel workers, and Local 87 some 5,000 of the City's janitors.

The hotel workers' contract with the major hospitality corporations in the City such as Hilton, Hyatt, and Marriott expires on August 14. Newly minted Local 2 President Lizzy Tapia said that her union will enter negotiations within the next couple of months and will be part of a nationwide Unite Here campaign as locals in other cities also face expiring contracts in the coming months.

In 2018, hotel workers went on a two-month strike against Marriott at 23 hotels across seven cities. That action, which was widely supported by labor, resulted in a contract stipulating a \$4-per-hour raise over four years for the union housekeepers working in SF's hotels.

Tapia said that Unite Here will seek wage increases and better health and pension benefits in this upcoming round of negotiations.

The union will also address job security, as well as how technological changes are affecting members, and bargain accordingly.

Tapia knows that her local will be making some waves with its demands. She spoke bluntly when considering the upcoming talks.

"I think that the hotel industry is not going to be thrilled with the proposals that we're putting on the table," Tapia said. "These are not things that we just want — they're things that our members really need — but I don't expect that this is going to be an easy negotiation. We're truly preparing to fight for the things that we've put on the table."

Earlier this month, SEIU Local 87 ran a campaign that sent members Mother's Day cards that read, "With a fair union contract, I can buy myself flowers."

Whether or not a full-throated Miley Cyrus endorsement is forthcoming, Local 87's contract expires on July 31. Local 87 President Olga Miranda said that negotiations will begin at the end of this month and that the City's longstanding janitors' union will hold a contract convention in June.

Local 87 will be negotiating with the likes of commercial property management heavyweights CBRE, SBM, JLL, and Blackstone. Key points will include wage increases and enhanced health benefits for the folks who keep the City's office space clean and sparkling. General workload and the number of square feet any particular janitor is responsible for on a shift will be also be front-and-center at the bargaining table.

Of her membership's corporate employers,



PHOTO CREDIT: UNITE HERE LOCAL 2 VIA FACEBOOK @UNITEHERELOCAL2

On Wednesday, May 1, hundreds of members of Unite Here Local 2 and SEIU Local 87 honored International Workers Day with a full-throttle march through San Francisco to rally support for their upcoming contract negotiations.

Miranda said: "They're continuing to use the pandemic as an example, but the workload really increased and was not reduced upon the closure of the pandemic. So, our members right now are doing a lot more square footage, but they're not being compensated for it."

She noted that Local 87 members are also dealing with more repetitive motion injuries because of the additional workload. She dismissed arguments about depressed building occupancy rates, pointing out that the owners still collect rent.

On the wage front, Miranda said that

her team will address pay scales and secure higher wages than the starting \$19.50 per hour. As for benefits, Local 87's goal is to retain its maintenance of member benefits and lower the time threshold before additional insurance options kick in.

Both Miranda and Tapia were quick to acknowledge the support of the City's building trades during contract struggles.

"We appreciate the solidarity from the trades," Miranda said. "Just because we clean the buildings and our sisters and brothers in the trades build them — they don't see us [as being any different]." **OL**

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UC Berkeley Study: PLAs Offer Superior Cost Performance in Affordable Housing Construction



This guest column was written by Research and Advocacy Director **Alex Lantsberg** of the San Francisco Electrical Construction Industry, the joint labor management committee run by IBEW Local 6 and the San Francisco Electrical Contractors Association.

The Labor Center at the University of California–Berkeley earlier this month released an analysis of Los Angeles’ Proposition HHH Community Workforce Agreement, a project labor agreement (PLA) that resulted from L.A.’s popular 2016 measure to fund and develop affordable supportive housing.

The Labor Center’s study concluded that L.A.’s Prop HHH PLA offered superior performance in controlling construction costs while employing local workers to deliver affordable housing for Angelenos. The analysis complements the Labor Center’s groundbreaking 2022 research on the public costs of low-wage and exploited labor in California’s construction industry. It also arrives at a pivotal time, with elected officials at the local, regional, and state levels debating whether to adopt PLAs to realize a variety of affordable housing initiatives.

Taken together, the Labor Center’s analyses demonstrate the benefits to taxpayers and workers of a construction industry built on a foundation of union labor.

This is obviously good news — not that those of us in the building trades didn’t know it already. Public-sector PLAs have long been recognized as critical tools to stabilize workforce needs in major infrastructure projects. Evidence from PLAs implemented across the United States shows that these agreements foster safer and more inclusive jobsites as well as higher on-time and on-budget project completion rates, all while increasing satisfaction among employers and project owners.

Further research by the U.S. Department of Labor illustrates the role of PLAs in establishing apprenticeships and other training programs, in addition to expanding employment opportunities for workers of color and women in an otherwise predominantly white- and male-dominated industry.

Though some researchers have argued that PLAs can drive up costs by limiting bidders, the only peer-reviewed analysis of how PLAs impact bidding competitiveness concluded that PLAs have no significant effect on the number of bidders, even when controlling for project size and other relevant factors.

One of those critical studies was recently released by nonpartisan think tank the Rand Corp., which conducted an analysis of the Prop HHH PLA and contended it resulted in more expensive projects as developers built smaller, more expensive projects to avoid the PLA’s provisions.

The study, however, has faced criticism from construction industry researchers for its methodological flaws.

The Labor Center’s Prop HHH PLA analysis digs into the controversy using similar methods as the Rand study but does some things the prior studies do not: It uses actual post-completion costs and incorporates numerous controls for project characteristics, including unit mix, wage requirements, and supportive housing provisions. It also adjusts for construction cost fluctuations over time, among other factors.

In the end, the fact remains that no evidence could be found that the Prop HHH PLA had caused an increase in per-unit costs for affordable housing projects developed under the plan.

Research into the effects of PLAs on affordable housing construction is still emerging as the dire need for affordable housing and the inadequacy of federal support has forced local and state legislators to put forward a variety of funding initiatives. While completed shortly before Prop HHH passed, a 2015 study by Peter Philips and Scott Littlehale comparing nine affordable housing projects to 121 similar non-PLA projects between 2008 and 2012 contradicts the Rand Corp. study’s findings, indicating



PHOTO CREDIT: ALEX WEBER

that no meaningful cost impacts could be accounted for in the PLA projects.

Only time will tell how well PLAs perform in the long run, but the results of this rigorous early research are promising.

Back to the importance of the Labor Center’s recent study. It complements UC Berkeley’s long-standing effort to examine how low-wage employers rely on taxpayers to fill the gap between what they pay their workers and the costs of a dignified life for those workers. In 2021, the Labor Center examined the residential construction industry and found that nearly half of California’s construction worker families are enrolled in safety net programs such as Medicaid, food assistance, and housing assistance at an annual cost of more than \$3 billion.

The residential construction industry already legally offers workers low wages and minimal benefits, but employers also often use illegal practices to minimize their labor costs even more. For instance, misclassified workers earn just 67 cents for every dollar earned by comparable employees with median wages for frequently misclassified occupations in California.

The Labor Center’s research lends weight to calls to extend PLAs for affordable housing

construction in the Bay Area. State and regional policymakers are currently debating whether to require PLAs for a \$10 billion regional affordable housing bond or accept a lower-tier labor standard developed for private streamlined projects. San Francisco’s building trades, fresh from a successful performance review of the Citywide PLA, are in a dispute with the City about ensuring that the PLA’s benefits extend to affordable housing construction funded by public dollars.

The use of PLAs in affordable housing construction can be a powerful tool for controlling costs and securing local labor while advancing equity goals. The Labor Center’s analysis of as-built construction costs from L.A.’s Prop HHH PLA demonstrates superior cost performance for completed projects, while broader reviews point to increased employer and end-user satisfaction, on-time performance, and jobsite safety. Moreover, it proves that PLAs, as a response to the low labor standards and straight-up labor law violations that are so common in residential construction, can go a long way as a remedy.

Covering new affordable housing initiatives with PLAs is a good idea for policymakers. Why not rejuvenate our housing stock both cost-consciously and ethically? **OL**

UCSF Hospital

continued from page 1

Both the new hospital and academic building are being built under a PLA that was signed nearly three and a half years ago. SF Building Trades Secretary-Treasurer Gonzalez estimated that a peak of 1,000 trades members would likely be on-site once work gets started in earnest.

He called the PLA — the first of its kind forged between the trades and the University of California — a landmark agreement.

“It’s also really important that we have these jobs for apprentices, and the PLA provides that path to get on this job,” Gonzalez said. “We’re really excited to build under a PLA — the project will enjoy labor peace, which isn’t always a guarantee at the University of California.”

Gonzalez said that the trades have traditionally enjoyed a friendly relationship with UCSF on new construction. He also noted that the council represents about 75 workers at UCSF facilities, including HVAC and fire alarm technicians, among others.

“We are a stakeholder with UCSF in a variety of ways, in both the public sector and private sector, and I would say they’re a good partner,” Gonzalez said. “There’s

always room to strengthen the relationship.”

According to UCSF’s website, the hospital project has a 30% local-hire target for construction workers. The first job-training cohort started on Monday, April 22, in collaboration with CityBuild.

“We build extremely complex facilities, whether they be clinical care [or] life science research, and we need the most highly skilled, best-trained, and technically adept construction workforce that we can get,” UCSF Health VP Newman said. “That, by definition, [means] the members of the San Francisco Building and Construction Trades Council.”

The UCSF project is expected to be a catalyst for a region whose economy has been slow to recover from the pandemic.

“This means a lot of work for our members,” said Ramon Hernandez, business manager of Laborers Local 261.

The jobsite will involve some unique challenges. Its footprint is relatively small, and access can be difficult. Hernandez explained that the work will have to be done in a way that doesn’t interfere with the 24/7 operation of the current medical buildings and won’t impede access by emergency vehicles.

“It’s physically a challenge because of not only the shape of the space and the



PHOTO CREDIT: SELINA SUN

A scale model of the Helen Diller Hospital planned for UCSF’s Parnassus campus is shown. When the new hospital is finished an estimated six years from now, it will offer patients 366 beds and 900,000 square feet of space across 15 floors.

design but also the main artery,” Gonzalez said. “It’s that much more complicated and requires the highest degree of

coordination and planning.”

Doubtless it’s nothing the building trades can’t handle. **OL**

14th Annual Montoya Awards Honor Trades Workers' Dedication to Public Service, Commitment to Crafts

By Jana Ašenbrennerová | CONTRIBUTING PHOTOGRAPHER

On Friday, April 26, rank-and-file building trades members gathered with union and council leadership at the Southeast Community Center near India

Basin to chow down on some choice lunch while celebrating the standout work of six loyal public-sector building trades workers: Lawrence Ferraz, Greg Gonzales, Michael Lunardelli,

Sean Robinson, Dean Tolosa, and Ryan Zhu. We congratulate these hardworking brothers and thank them for their service to both the City and their crafts. **OL**



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Greetings, Members and Partners!

This month has been bustling with activities and significant strides toward strengthening our community and securing our future. Here's a rundown of what's been happening and a preview of what's coming up.

Celebrating Solidarity: Cesar Chavez Parade

Last month, we proudly walked in the footsteps of unity and legacy during the Cesar Chavez Parade in San Francisco. Our participation was not just a tribute to a great leader but also a demonstration of our ongoing commitment to the values he championed: justice, respect, and equitable labor rights. As many of our members share Hispanic and Mexican heritage, this parade was particularly moving, reminding us of the powerful history we carry forward — and illustrating the work we still have ahead of us.

Negotiations Update: Your Voice Matters

We are in the crucial stages of our master agreement negotiations. As our current contract concludes on July 31, the coming weeks are vital. Our unity and collective voice are our strengths. These negotiations are

important not only for us but for our contractors, too. By coming together, we aim to forge agreements that benefit all parties and contribute to the prosperity of our industry.

We urge every member to attend the upcoming special called meetings scheduled for **Thursday, June 20**, and **Thursday, July 18**. These meetings are critical for communicating comments, concerns, desires, updates, and possible ratifications. Your participation is crucial in ensuring we secure a contract that reflects our hard work and dedication. Together we can make a significant impact.

2024: A Key Year for Political Action

Our union has researched and identified political candidates who champion labor rights and fair wages. As election season intensifies, we encourage you to learn about these candidates and the important issues. While the decision is yours, consider supporting those committed to the working class and protecting labor laws.

Not Slowing Down: Murray's Still Hurryin'

Richard Murray — a.k.a. "Murray-in-a-Hurry" — continues to serve our com-



New members are sworn in at Local 40.

munity even in retirement. After 49 years of dedicated service with our local, Murray has taken on a new role as a delegate for the San Mateo Labor Council.

He serves as a powerful reminder of

what it means to serve and support our union and community. Thank you, brother.

In Solidarity,
Peter Lang

Local 40 at the 2024 SF Cesar Chavez Day Parade



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Ryan Lange
Business Representative

Bill Chisholm
Business Representative

Nick Moore
Organizer

Getting Serious About
Mental Health

So, I finally did it — I called Lyra. I’ve written repeatedly in the past about my struggles with mental health. For the most part, the membership of Local 8 has been nothing but empathetic in response (never mind the one or two of you who told me that I should try walking in *your* shoes to see how tough *you* have it). I’ve been truly surprised by the amount of positive comments I’ve received. That’s why this month, I’ve decided to share where I’m at in my mental health journey. I’m the kind of person who always tries to handle things myself, without any help. I grit my teeth and push through whatever I have going on in my life. As you might imagine, this is not the best approach, and, unsurprisingly, it’s begun to have a negative effect on my well-being and my relationships. I don’t want to go out. I don’t want to see friends. There’s not much that’s bringing me a sense of joy in life. It’s a problem whose magnitude I can

no longer deny. I’m overwhelmed, and I’m feeling it. For those of you who are going through similar struggles: I am right there with you. It’s rough, it’s lonely, and it’s miserable. But I’ll repeat to you what my wife told me when I talked to her about this stuff: You’re not alone. This is a key fact to keep in mind. As for me, I haven’t yet had an appointment with a therapist, but that’s due this week, as I write this column. It did take me a bit of time to navigate Lyra, which is the system that our union’s healthcare plan uses to connect members with mental health services. You have to go in and pick something that’s “wrong” with you — for instance, anxiety, depression, or a few other options. Annoyingly, you can’t select multiple issues, only one at a time. So, I’d advise you pick the symptom that you feel is most applicable to your situation, or the most severe for you. After that, Lyra asks you a bunch of “Are you feeling...” questions. Here, you *can* select more than one response (or all of them, if that’s the case). Finally, based on your re-

plies, it evaluates what kind of care you need. At that point, if you select “medication,” you are prompted to provide your credit card information. I think that’s an obvious mistake, as billing should go through our benefits rather than a system created to help people who are in a highly vulnerable state. (I’ve raised the issue with our benefit plan, so stay posted.) In any case, if you choose the option other than “medication,” which is “I need someone to talk to,” then Lyra spits out a list of providers.

For me, seeing those doctors’ faces and descriptions was an experience akin to a dating site, I imagine; I’ve been married since dinosaurs roamed the earth, so I can only guess. Headshots and descriptions are included — “I feel that we need to start with compassion,” “We need to dig down and find the root of the problems,” “I like long walks on the beach,” etc. Anyway, when I made it to that screen, I felt right away like a bit of the weight had been lifted off my shoulders. I was able to breathe. I know that talking to someone isn’t going to immediately fix my problems. However, it helps if I put it into perspective. I was a mod mechanic for the better part of my career, and I recall that pulling a controller out of the group is just the start of the project. There’s a long way to go before we get that car inspected. But once we cut the wires and pull the controller from the machine room, there’s no going back. I feel the same way here, finally. There’s

no going back. It’s time to deal with what I’ve got going on for my sake and my sake alone. That’s because I deserve it, as we all deserve not to suffer. I need to work on myself. I need to pull that controller out of the group. I need a mod done. My family will be there by my side rooting me on, and, yes, it should help with my relationships. But first and foremost, I need to take care of myself, because I’ve been neglecting me for too long now. Again, to any of you who are feeling the same way, I beg you to stop putting off the help. Stop saying “I don’t have enough time” or “I don’t have a place to go to talk to someone.” I used those excuses for a long time. Can’t do it on the jobsite. Got no privacy at home. Just going to have to deal with this on my own. I’m sorry to say that these are bad excuses. They’re not going to help you. It’s time to stop giving yourself a way out. Stop being your own worst enemy and be your own best advocate. Speak up for yourself because in the end, when you’re staring at the ceiling at night, it’s just you and your thoughts. Until next time, don’t be a stranger, and don’t be afraid to pick up the phone. There’s someone on the other end of the line who wants you to be your best self. All you need is the courage to ask. To get started with Lyra, call 877-330-6735 or visit neibenefits.lyrahealth.com. In Solidarity,
Matt Russo

SIGN & DISPLAY LOCAL 510



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Mental Health Awareness Month

May is Mental Health Awareness Month. We at Local 510 want to support our members and members of other building and construction trades in addressing mental health concerns because we believe that it’s every bit as important as treating any other physical illness or adverse condition. The start-stop nature of our work, as well as the irregular hours and odd schedules that our industry offers members, can take a toll. After constant and prolonged periods of layoff, which almost always have nothing to do with a member’s own actions, folks might begin to question their value in the workplace — or even their overall self-worth. Such self-doubt may lead to self-medication, including drug or alcohol abuse. Among all professions, the construction trades rank No. 2 in both incidences of alcohol abuse and suicide; only the mining industry ranks higher. Among all professions, the building and construction trades rank No. 1 in substance abuse. I note these statistics in order to help members who are suffering recognize that

they are not alone in their mental health or substance abuse challenges. Other brothers, sisters, and siblings either in their own local or in the broader trades with which they work are facing the same challenges. The good news is that help is available. Local 510 members who are eligible for medical coverage can call the Claremont Employee Assistance Program to seek help or advice for marriage and relationship issues, financial matters, legal concerns, depression, anxiety, and other personal issues. You can reach Claremont at 800-834-3773. It’s free to Local 510 members with current coverage. Anyone considering self-harm or facing an acute mental health crisis — members or non-members, insured or uninsured — can dial 988 for 24-hour help. A number of options for addiction treatment and recovery exist throughout the Bay Area and Northern California. In San Francisco, members seeking help with recovery can get started at serenityhousesf.com. A significant number of Local 510 members have had success in various recovery programs such as Alcoholics Anonymous

<u>Upcoming Work Schedule</u>					
<u>Show</u>	<u>Venue</u>	<u>Company</u>	<u>Move In</u>	<u>Show Dates</u>	<u>Size</u>
Snowflake	Moscone N, S, W	FDC	5/29	6/4-6	Special
<u>June</u>					
Union Meeting: Thu., June 6, 6 p.m. 55 Fillmore St., San Francisco					
Data Bricks	Moscone N, S, W	T3	6/7	6-10-13	Special
DAC	Moscone W	T3	6/19	6-23-25	Special
Figma	Moscone N, S	TBD	6/21	6/26-27	Special
Sensors	SCCC	GES	6/23	6/25-26	80
<u>July</u>					
Semicon	Moscone N, S	GES	7/2	7/9-11	Full
If you can't show up as scheduled, call your employer:					
Freeman: 650-878-6008		GES: 650-741-7500			
All dates are tentative and subject to change. This schedule is updated from time to time as new information becomes available. Check local510.org for the most recent show and training schedule information.					

and Narcotics Anonymous. Many are happy to answer questions and provide support to other members. In closing, I’d like to say that nobody should regard mental illness as a sign of weakness. Nearly everyone who suffers a bodily injury or is diagnosed with a condition such as diabetes or gout will actively and unabashedly seek treatment from a medical professional. Tradespeople should likewise unquestioningly seek treatment if

they suffer from depression, anxiety, or other mental issues. In Memoriam Members Thomas Maris and Rodney Schultz passed away recently. Local 510 expresses its condolences to the friends and families of our deceased brothers. In Solidarity,
Morgan Worth

GLAZIERS LOCAL 718



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President: Lenny Quintana

MEETINGS

General Membership
Tue., June 11, 6 p.m.

Executive Board
Tue., June 11, 5 p.m.

**Glaziers Master Agreement
Ratification Vote**
TBA

DDO/Holidays

Mon., June 17: Designated day off

Dear Brothers and Sisters,

Welcome to another edition of the Glaziers Local 718 page in your monthly copy of *Organized Labor*.

Preparing for Negotiations: Ensuring Our Future Together

Negotiations have begun between the union and the management association for those of us working under the Northern California Glaziers Master Agreement. For months, I've been collecting feedback on our members' bargaining priorities. These priorities have been submitted to our business manager, Robert Williams, who will be our lead negotiator who's responsible for motivating our proposals.

If I haven't received your input on bargaining priorities, please expect a call from me, or feel free to reach out to me directly at 415-342-0835.

Our current contract expires on Sunday, June 30, so anticipate a vote shortly before that date. As a union, it is crucial that we stand together and support each other to ensure the best possible life for our families.

Redwood High School: The Partnership Continues

Local 718 is proud to continue its partnership with Redwood High School, a continuation school in Redwood City that offers a comprehensive construction class.

Previously, we provided the class with valuable insights on building techniques for its new greenhouse project, focusing in particular on framing the rough openings for windows and doors. Our commitment extends to working with the classes on the glazing portion of the project.

In a significant gesture of support, Local 718 President Lenny Quintana presented a check on behalf of the Patch Foundation to purchase glass for the project.

This partnership not only introduces students to construction opportunities about which they might not have been aware, but it also showcases their intelligence and drive even in the face of adversity and disadvantage. The collaboration is mutually beneficial, supplying potential talent for our industry while offering students early instruction in a promising career path.

Celebrating Ron Haas: A Legacy of Dedication and Excellence in Local 718

Ron Haas, a cherished member of Local 718, stands as a paragon of dedication and

excellence in the glazing industry. With a career spanning nearly four decades, Ron's journey is a testament to the power of brotherhood, perseverance, and continuous learning.

Ron's glazing career can be traced back to 1986 and a timely introduction to the trade by his friend Nick Barulich. Starting off as an allied worker in the shop at Habenicht and Howlett, Ron quickly proved his mettle, transitioning to the field in just eight months. His drive earned him an apprenticeship, marking the beginning of a remarkable career.

The union has been more than just a professional association for Ron — it's a brotherhood that has shaped his life. Through the union, he met great people, seized life-changing opportunities, and earned a living that allowed him to provide a good life for his three children as they grew up. The camaraderie and support within Local 718 have been a cornerstone of Ron's professional and personal growth.

Ron's career has been highlighted by notable projects that illustrate the challenges of his profession as well as the potential triumphs. His first assignment as an apprentice was the construction of 455 Market Street, a significant milestone that set the stage for many more achievements in glazing. Ron played a crucial role in boarding up the City during the Rodney King riots and handled giant glass replacements on the first floor at 1 Bush Street.

Among the most challenging endeavors were tenet improvement jobs with aggressive schedules that often called for around-the-clock work. Ron's ability to deliver polished results on time despite the demanding timelines, however, speaks volumes about his expertise and commitment.

Reflecting on his journey, Ron acknowledged the significant influence of the outstanding mentors who guided him during his apprenticeship.

"Now that I think about it," Ron said, "I realize how lucky I was to have such outstanding journeyman teach me their craft."

Their instruction played a crucial role in shaping his skills and work ethic, laying a solid foundation for his successful career, Ron said.

Over the years, Ron has witnessed tremendous technological advancements in the glazing industry. The shift from traditional tools like plumb bobs and levels to advanced laser technologies has revolutionized the field. The evolution from pagers and pay phones to cellphones and email has significantly increased efficiency and response times, fundamentally changing the pace and nature of glazing work.

When Ron started, metal was delivered in stock lengths, and glaziers were responsible for creating cut lists and fabricating everything on-site. Today, with prefabrication, the industry has transformed, leaving little room for improvisation when unexpected project conditions arise. Ron has adapted and thrived in the face of these changes.

As a young man, Ron actively participated in the workings of Local 718, attending monthly meetings and events. These days, Ron finds joy in mentoring and teaching the younger generation, passing on the knowledge and skills he has accumulated over the years. His guidance has been invaluable to many aspiring glaziers and gone a long way toward ensuring the continued excellence of the trade.



Steve Vargas, Jose Rocha, Jaime Rocha work on an Apple Campus canopy glass replacement.



Local 718 is proud to announce its continued partnership with Redwood High School in Redwood City. Volunteers from this local are introducing students to the basics of glazing.



Since 1986, Local 718 member Ron Haas has been a paragon of dedication and excellence in the glazing industry. This month, we celebrate the man and his career.

Ron acknowledges that glazing has become more physically demanding, with glass getting heavier over the years. However, he emphasized the importance of working smarter and not being afraid to ask for help. The rewards of the job, for Ron, lie in completing projects on time with minimal punch lists or call backs. An honest day's work is an immense point of pride for him.

Ron said that he would also like to acknowledge a piece of wisdom passed down from his father that he now practices: "Never underestimate the power of a good line of bullshit." This bit of advice, though obviously tongue-in-cheek, underscores the importance of effective communication and persuasion in navigating the challenges of the trade.

Ron's advice for newer members is rooted in humility and pragmatism: "Keep your phone in your pocket," he said, "and listen more than you talk."

He also stressed the importance of always planning for retirement, as well as

being humble and open to learning, saying that both qualities have been integral to his success.

Reflecting on his career, Ron marveled at how quickly time has passed. He said it feels like only yesterday that he began his journey in glazing. The joy he derives from his work and the recognition of his service are sources of immense satisfaction. His closing message to his colleagues is simple, yet profound: Go to work with a smile, give your best for eight hours, and do it all again the next day. Planning for the future is essential, but so is finding joy in the present.

Ron Haas's story is one of dedication, resilience, and passion. His contributions to Local 718 and the glazing industry at large are inestimable. As we honor his years of service, we celebrate not just a career, but a legacy that will inspire future generations of glaziers.

*Your Brother,
Nick King*

IBEW Local 6



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Executive Board Members:
Jennifer Kramer, Christie Peterson,
Michael O'Mahoney, Anthony Sandoval,
Douglas Wydler

MEETINGS 55 FILLMORE STREET

- Unit One Committee**
Tuesday, June 4th, 4:30 P.M.
- Unit Five, Muni Railway Shop**
Wed., June 5, 4:30 p.m.
- Executive Board**
Tue., June 11, 4:30 p.m.
- General Membership**
Wed., June 12, 4:30 p.m.
- Unit Six, Sound & Communications**
No meeting scheduled
- Retired Members (Senior Sixes)**
Thu., June 20, 10:45 a.m.
- Executive Board**
Wed., June 26, 4:30 p.m.

We extend our sympathy to the family and friends of Michael J. Hill, electrician, who passed away on March 23, 2024. May he rest in peace.

Best Wishes to Our Recently Retired Members

Joseph M. Scuderi
Patrick M. Sheehan
Kevin T. Powell
Benjamin A. Dajao
Stephen T. Murray

BUSINESS MANAGER'S REPORT

City, SFMTA Bargaining Completed

At the time of this writing, our negotiations with the San Francisco Municipal Transportation Agency (SFMTA) are ongoing. We've brought many items forward on behalf of the membership and have already secured some changes that we hope will be helpful.

With the current budget shortfall facing both the City and SFMTA, negotiations have been contentious at times. However, we remain hopeful of bringing back a deal for our SFMTA members to vote on. That said, arbitration is still a possibility.

The collective bargaining issues for our members who are employed by SF City and County were put in front of an arbitrator for a final decision on conditions and internal adjustments. The results of negotiations and the final arbitration decisions are available for the membership to review on the Local 6 website.

As a whole, labor stuck together to secure a 13% base wage increase over the coming three years. Our goals, as always, were to secure as broad an increase to the membership as possible and then proceed to work on internal equity adjustments and conditions. We secured some long-overdue equity adjustments and will continue to work on increasing base wages in the classifications for which we were unable to secure an adjustment.

We were successful at cleaning up some less-than-specific portions of the contract, securing an increase to shift differentials for those working the graveyard shift for SF City and County and clarifying language related to time off between shifts, among other changes. We were also able to beat back changes the City proposed related to overtime, holiday pay, parking, and furlough language.

The committee of rank-and-file members who helped us to prepare for and bargain with the employers provided excellent representation for their fellow members and to Local 6. Their insight was crucial to our efforts.

Our next step is to review the final copies of the two agreements for accuracy. Once they're finalized, we'll forward them to the members working under the agreements as soon as possible for ratification.

State Certification

We continue to receive a lot of calls about the California Electrician Certification program. We strongly encourage all members to complete the required classwork and paperwork and submit it as soon as possible. Application turnaround times have been averaging six to eight weeks, so don't wait until the last minute.

Please note that we do not register people to be electrical trainees at the union hall. It's each member's responsibility to ensure they're following certification requirements.

IBEW Local 6/SFECA Scholarship

Applications are now available for the IBEW Local 6/SFECA Scholarship. This scholarship is open to the sons and daughters of Local 6 members who work for an employer that's required to make contributions to the Electrical Industry Service Bureau, Inc. (EISB).

A total of 15 educational grants will be awarded, with a top award of \$20,000. Applications and requested documents must be submitted no later than Friday, June 14. Please visit eishb.org for full details and to download an application.

We Are the Power Professionals, So Let's Act Like It

As we approach the back end of this slowdown in construction, work will once again recover. How we carry ourselves through this recovery will determine how much — or how little — strength we maintain in the local industry.

We believe that we're the top professionals in our industry. To prove it, we must carry ourselves as professionals every day. We must be on time and ready for work. We must practice what we preach. We must remember what we tell our employers: When you hire the IBEW, it's because we get it right the first time.

As we work to distinguish ourselves from the non-union workforce, we should also remember that our actions always play into how we're perceived. There's a lot of turnover happening in building ownership in downtown San Francisco right now, and many of these new owners don't come from union-friendly markets, unfortunately. Your actions can result in a contractor being removed from a project or banned from a building, thus limiting the work opportunities that contractor provides.

That means we need to be on our guard. If someone is completely out of line and behaving so while displaying the IBEW logo, it reflects poorly on all of us. I'd like to remind our younger members that our presence in an all-union facility is the result of decades of hard work building relationships. Those relationships are part of the lifeblood of our industry. Don't throw it away by being unprofessional.

Time and again, we're reminded that customers are increasingly less inclined to choose union contractors. There's no need to give them another reason not to hire union while also giving ourselves a black eye. That'll only make us look no better than the rest.

There's too much on the line to allow that to happen.

Stay Safe, Save for a Rainy Day, and Come to a Union Meeting!
John J. Doherty

PLASTERERS & CEMENT MASONS LOCAL 300



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Senior Business Agent: Greg Levy

Business Agents: Miguel Duarte, Devin Evers, Chris Knerr,
Caleb Matheny, Walter Orellana, Avel Quiroz,
Israel R. Vargas, Marshall Vasquez

OPCMIALocal300.org

Local 300 cement masons work with R.R. Maher at Westmoor High School in Daly City.



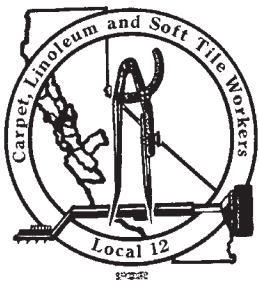
Local 300 cement masons Augustin Pinto and Daniel Rodriguez work with Bauman Landscaping at 19th Avenue and Taraval Street in San Francisco.



Local 300 cement masons Horacio Becerra and Delfino Lemus work with Berkeley Cement Inc. at Finley Swim Center in Santa Rosa.



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President: Dave Bradfield • **Financial Secretary:** Omar Larrea
Business Representatives: Anthony Nuanes, Steve Belong, Edgar Flores
Organizers: Ruffin Romes, Martin Garcia

Meetings are held every third Thursday of the month
at 6:30 p.m. at 2020 Williams Street in San Leandro.



Greg Gonzales receives a Montoya Award.



Members from Local 12 work on the DPW flooring crew.

Dear Brothers and Sisters,

Every year, the SF Department of Public Works (DPW) acknowledges outstanding employees who work for the shops of DPW. This year, our very own Local 12 member of 37 years, Greg Gonzales, received a Montoya Award. He was selected by his peers as someone who: contributes to the effectiveness and efficiency of the City and County of SF, performs above and beyond the call of duty even when responding to unusual circumstances, works with a true sense of team spirit through his willingness to help fellow workers, and

performs his job with consistency.

Greg received a certificate and lunch for his whole department. That's what I call high performance/high value. Congratulations on a job well done, Greg.

With everything that's going on in the world these days — on top of what might be going on in your own personal life — coping isn't always easy. If you or a family member has turned to alcohol or drugs, or if you're suffering emotionally, get the help that's available to you through your union. Brother James Boster, who is the DC 16 liaison to the IUPAT Helping Hands program, is available

to talk to you about how the program works.

If you could use some help or if you know someone who you think could benefit from it, please reach out to Steve, Edgar, or me. One of us can easily put you in direct contact with James with complete confidentiality.

As always, I invite members with a special moment in their lives such as a birth, graduation, marriage, retirement, or, sadly, a death to contact Steve, Edgar, or me to share a photo and a few words in a future article.

Respectfully,
Anthony Nuanes



Local 12 members enjoy the Newman City Crab Feast.

DC 16 at the 2024 SF Cesar Chavez Day Parade



HEAT & FROST LOCAL 16



Main Office (Northern California & Northern Nevada)
3801 Park Road, Benicia, CA 94510
Phone: (707) 748-1616
Fax: (707) 748-1620
Insulators16.org

BUSINESS MANAGER: CHRIS GREANEY
BUSINESS AGENTS: FORTINO CURIEL
MARK PLUBELL, ANTHONY VISCUSO
PRESIDENT: JOSHUA PEREIRA
VICE-PRESIDENT: SHANNON MCKINNEY
ORGANIZER: AURELIANO OCHOA

Dear Brothers and Sisters,

Please join us in congratulating our 2023 Member and Activist of the Year, Jose M. Hoyos, as well as all of the other members who helped in the success of our local last year.

We look forward to next year awarding the member who takes this local to the next level in 2024!

Stay Strong,
Fortino Curiel

Scenes From Recent Local 16 Union Meetings



BAC Local 3



Main Office
10806 Bigge Street, San Leandro, CA 94577
Phone: (510) 632-8781
BAC3-CA.org

President: Troy Garland
Secretary-Treasurer: Ryan Ruf
Field Representatives: Colin Johnson,
Lenny Paredes, Jordan Mondragon, David Calderon
Organizers: Dave Tafoya, Manny Enriquez, Wayne Jordan

Dear Brothers and Sisters,

The spring season brings local apprenticeship competitions to BAC Local 3.

On Saturday, April 6, we held our local apprenticeship contest for brick, PCC, marble, and terrazzo at the Mason Development Center in Tracy. It was the ideal day for a contest, with perfect weather and a great turnout of members, family, and friends. There was a bounce house for the kids and delicious food catered by Calibama BBQ.

On the following Saturday, April 13, we held the tile contest. Despite the cold and rainy weather, attendance was good and the kids enjoyed the bouncy house. The gloomy weather didn't slow down our contestants, who engaged in some fierce competition. Calibama BBQ catered this contest as well.

All BAC members are invited to our local contests. If you didn't make it this year, I encourage you to come out next year and witness the future of our union in action.

Thanks to all of the contestants for participating and doing an outstanding job. Congratulations to the winners who received tool prizes, free union dues, and some bragging rights. Contest results are as follows:

- Bricklaying**
- First place: Victor Espinal
 - Second place: Isaac Flores
 - Third place: Ashton Sollars
 - Other contestants: Francisco Andrade, Antonio Ciciliot, Misael Jarquin, Nivardo Llamas, Mathew Mills, Erick Moreno Flores, Tristan Stockman, Pedro Villegas
- PCC**
- First place: Daniel Bojorquez
 - Second place: Jess Souza
 - Third place: Khae Saechao
 - Other contestants: Juan De La Cruz, Saqueo Gomez, Luis Hernandez, Cesar Mendoza Lizama
- Marble**
- First place: Fabian Gomez
 - Second place: Elias Perez
- Terrazzo**
- First place: Williams Lopez
 - Second place: Trevor Moore
 - Third place: Stanley Anaya

- Tile Laying**
- First place: Jesus Angulo
 - Second place: Jose L. Chiprez
 - Third place: Julio Alanis Bernal
 - Other contestants: Omar Albarran, Stephen Arias, James Horn, Salvador Rostro, Francisco Ledezma- Limon, Fernando Velasquez, Heriberto Mendoza, Miguel Ramos
 - Best Tile Finisher: Pedro Lopez-Osuna

Finally, if it weren't for our dedicated and knowledgeable judges, there would be no successful contests. Special thanks go out to the following folks for taking the time to give back to our apprenticeship and Local 3.

Tile Judges
John Benvenuti (Mapei)
Brian Deason (Deason Tile)
Dave Tafoya (Local 3 vice-chair)

Brick Judges
John Delgado
Tim Delgado
Leon Hannum

PCC Judges
Zack Davis
Dustin McBride
Chris Schnell

Marble Judges
Gerald Mansfield
Charles Woodard

Terrazzo Judges
Logan Kelley
Rob Fontes (Associated Terrazzo)

*In Solidarity,
Troy Garland*

Service Awards, May

- 25 years: Matthew Jinings
- 40 years: Gerald Martin, Edward Torrento
- 50 years: Carl Venturella

Congratulations on your many years of service.

In Memoriam

We are sorry to announce the passing of our brother Fred Farley, BL, 3/13/2024, 9-CA, 58-year member.

Chapter Meetings

June 2024							July 2024						
SUN	MON	TUE	WED	THU	FRI	SAT	SUN	MON	TUE	WED	THU	FRI	SAT
						1							
2	3	4	5	6	7	8							
9	10	11	12	13	14	15							
16	17	18	19	20	21	22							
23	24	25	26	27	28	29							
30													

First Tue., 6 p.m., Monterey — 1945 Natividad Rd., Salinas (The Pizza Factory)
First Thu., 5:30 p.m., Sacramento — 9840 Business Park Dr., Suite B (BAC 3 Sac Office)
Second Tue., 5 p.m., San Francisco — 379 Gellert Blvd., Daly City (Celia's)
Second Wed., 5:30 p.m., San Jose — 1535 Meridian Ave. (Rookies Sports Lodge)
Second Thu., 5 p.m., Oakland — 15301 Wicks Blvd., San Leandro (Marina Community Center)
Third Thu., 6 p.m., Manteca — 253 Spreckels Ave. (Round Table Pizza)
Third Tue., even months only, 6 p.m., Fresno — Via Zoom

Local 3 Apprenticeship Contest 2024 Winners



First-place bricklaying contestant Victor Espinal



First-place PCC contestant Daniel Bojorquez



First-place marble contestant Fabian Gomez



First-place terrazzo contestant Williams Lopez



Left to right: Robert Panak, John Rodriguez, first-place tile laying contestant Jesus Angulo, and Mark Ansell



Left to right: Robert Panak, John Rodriguez, Best Tile Finisher winner Pedro Lopez Osuna, and Mark Ansell

SPRINKLER FITTERS LOCAL 483



Main Office:
2525 Barrington Court, Hayward, CA 94545
(510) 785-8483
Fax: (510) 785-8508
SprinklerFitters483.org
Business Manager/Financial Secretary: Jeff Dixon
Business Agents: Dan Torres, Dylan Boldt, and John Medina
Market Development Representative: Rik Drury
Organizer: Danny Mangan

Meetings are held on
the fourth Wednesday of each month at 4:30 p.m.

Official Minutes of the San Francisco Building & Construction Trades Council

Over a Century of Excellence in Craftsmanship



DELEGATES MEETING

April 4, 5 p.m.
Via Zoom

ROLL CALL OF OFFICERS

President Larry Mazzola Jr.; Secretary-Treasurer Rudy Gonzalez; Vice-Presidents John Doherty and Ramon Hernandez; Trustees Greg Hardeman, Charley Lavery, Anthony Nuanes, Eddie Reyes, Dan Torres; Sergeant-at-Arms Josh Vallis

CORRESPONDENCE

- San Mateo County Central Labor Council COPE Banquet – Save the Date 8/9/24
- 2024 Contract Ratified to Dr. Coronado
- 4.3.2024 SFUSD Highlight Sheet
- SFUSD Press Release re Ratification

REQUEST FOR FUNDS

- SFLC COPE, ST recommends one table at \$5k. PAC to PAC transfer, M/S/C

APPROVAL OF MINUTES

- 3/21/24 Minutes, M/S/C

SECRETARY-TREASURER'S REPORT

- 64th quadrennial Convention of the State Building Trades Council. ST reports on upcoming legislature

- in Sacramento.
- BAHFA, regional mega bond for housing – negotiations held today. The deadline is April 10.
- UCSF, 134-million Tentative Agreement received.
- Freedom West update
- Treasure Island lobbying
- Potrero Power Station, communicating on new project. Horizontal work to start next month.
- City and County negotiations are ongoing. They continue to bargain, mediation and arbitration slated for April 12th. Next Strike School to be held at Local 6 at 10 a.m.
- School District, 100% ratification as of yesterday.

PICKET SANCTIONS

- UA 38 request citywide strike sanction against Chris' Plumbing and Lias Mechanical, M/S/C
- Peter Lang Roofers 40 request citywide strike sanction against ARCBAC, M/S/C.

OLD BUSINESS

- Bylaw Amendments, second notice.

NEW BUSINESS

- 9/6/24 SFBCTC – Catering Contract, M/S/C

REPORTS OF UNIONS

None

ADJOURNMENT

Adjourned at 5:33 p.m.

DELEGATES MEETING

April 18, 5 p.m.
Via Zoom

ROLL CALL OF OFFICERS

President Larry Mazzola Jr.; Secretary-Treasurer Rudy Gonzalez; Vice-Presidents John Doherty and Ramon Hernandez; Trustees Greg Hardeman, Charley Lavery, Anthony Nuanes, Eddie Reyes, Dan Torres; Sergeant-at-Arms Josh Vallis

GUEST

Jonathan E. Davis, Arns Davis Law

CORRESPONDENCE

- Santa Clara and San Benito Counties Building Trades Casino Night – 5/31/24

REQUEST FOR FUNDS

None

APPROVAL OF MINUTES

- 4/4/24 Minutes, Corrections to strike deadline April 10 and update \$834 million

SECRETARY-TREASURER'S REPORT

- City and County Crafts Coalition – TA has been reached. ST thanked business agents and rank and file members for their help and support.
- 700 Indiana Project
- UCSF PRAB project, pending NABTU approval.

- Brookfield, drafting LOI and boiler plate PLA next week
- Treasure Island, Budget Chair and Committee Members voted unanimously on Certificates of Participation. Asha Safai to sign as a co-sponsor. ST grateful for Connie Chan's leadership.
- City workers moving to 1455 Market with Hudson Pacific Properties.
- Potrero Power Station, kicking off first prejob soon for workforce housing parcel (aka Sophie Maxwell)
- Larry Mazzola Jr., and Israel Vargas (OPCMIA 300) thanked ST for all his hard work.

PICKET SANCTIONS

- Colin Johnson (BAC 3) requests citywide strike sanction against Everest Waterproofing, M/S/C.

OLD BUSINESS

- Bylaw Amendments, third notice. ST provided review of two documents with proposed changes submitted by locals, M/S/C.

NEW BUSINESS

- Terry Dunnigan (Ironworkers 377) thanked members for their help with PEC.

REPORTS OF UNIONS

- Greg Hardeman (IUEC8) reported on the upcoming June local election.
- Chris Burnett (IUPAT718) reported on the upcoming move to a new location on Folsom.

ADJOURNMENT

Adjourned at 5:48 p.m.

LIVE BETTER WORK UNION

Affiliates: Your content deadline for next month's paper is June 7.

SBCTC History

continued from page 1

be the biggest such mill west of Chicago, going on three shifts soon after it opened.

Six months later, San Francisco's mill owners had grown tired of their union competition. They gave in and signed on to the eight-hour day. It was another job well done under council president McCarthy.

During his tenure, the council found its footing in short order and proceeded to evolve swiftly into an entity of tremendous influence both within the Bay Area labor movement and outside of it, politically, in the City at large. McCarthy's effectiveness as a leader was undeniable. He was endlessly persuasive. His organizing prowess was unmatched. His ambition was boundless.

It was obvious that he was a labor leader at his peak. Perhaps that's why in 1901, after just three years as the nascent SF Building Trades Council president, McCarthy figured it was time to go statewide and bring the power of the SF labor movement to Sacramento. In December 1901, he led a group of SF building trades leaders in establishing the State Building and Construction Trades Council of California (SBCTC).

The SBCTC has been with us ever since, influencing legislation and lifting labor standards for workers throughout the Golden State — whether they work union or not.

McCarthy went on to run for mayor of San Francisco on the Union Labor Party ticket in 1909, winning that race and serving one "largely scandal-free" term, according to SF Building Trades historical material. As mayor, McCarthy required city employees to unionize and raised their minimum wage from \$2 to \$3 per day. He continued to serve as president of the SF Building Trades Council and as the de

facto leader of the SBCTC.

Unfortunately, no account of P.H. McCarthy would be complete without noting his xenophobia. As mayor, he enforced the virulent nativist policy that was popular at the time, requiring that all city employees be U.S. citizens. He was also heavily involved with the Asiatic Exclusion League, an organization formed to stop the immigration of Asians to the United States. The justification for such activism then was the same sorry one heard from today's anti-immigrant crowd: "They're taking our jobs."

These facts leave a stain on the legacy of an otherwise admirable labor leader, but it's worth remembering what McCarthy did right despite his shortcomings. Without his passionate leadership, it's unlikely that the California labor movement would be as formidable as it is today. **OL**



P. H. MCCARTHY
UNION LABOR NOMINEE
FOR MAYOR

IMAGE COURTESY UC BERKELEY'S BANCROFT LIBRARY

PENCILING OUT

BY DAVID JAMES SMITH





Care for all of life's heroes

Supporting unions for nearly 80 years

With Kaiser Permanente, your members can get the high-quality, affordable care they need to be the heroes their loved ones and co-workers depend on. And as the largest union-represented health care employer in the U.S. – with over 160,000 employees represented by unions – we're proud to provide dependable care that helps them soar.

This month and always, we thank our veterans, their families, and the communities that support them for their service. Learn more about our commitment to keeping your team healthy, strong, and on the job at kp.org/laborandtrust.

